

# **Comparison of chosen aspects of Czech and German legislation governing private employment matching**

## **Abstract**

This Master's thesis deals with chosen aspects of legal regulation governing provision of employment matching services by private entities, which are called private employment agencies.

Attention is given particularly to the regulation of employment matching in its primary form, i.e. recruitment, and employment matching in the form of temporary agency work. Other consulting and information services are not covered. The regulation of the employment matching forms is analysed in Czech as well as in German legal order.

This thesis focuses on legal relations arising from employment matching by private employment agencies, both when matching offers of with applications for employment, meaning legal relations between a private employment agency, an employment applicant (a prospective employee) and an employment offeror (a prospective employer), and when providing temporary agency work, meaning legal relations between a temporary-work agency as an employer, a temporary agency worker and a user undertaking. These relations are analysed along with public-law preconditions for accessing the labour market as a private employment agency and requirements for carrying out employment matching, which further portrays the legal environment wherein private employment agencies move.

The first chapter of this thesis concerns the Czech legal regulation of the above mentioned forms of employment matching. Firstly, it documents regulations applicable to both examined forms of employment matching, secondly, it describes regulations applicable only to recruitment, and lastly, it deals with regulations applicable only to temporary agency work. The second chapter is devoted to the German legal regulation of employment matching. Due to a lack of compact regulation common to both forms of employment matching, this chapter contains a separate part documenting recruitment regulation and a separate part dealing with temporary agency work regulation. Comparison of chosen aspects of Czech and German legislation governing private employment matching in the third chapter is the final output of this thesis. When drawing this comparison the attention is concentrated mainly on legal relations between participants arising from recruitment as well as from temporary agency work with regard to current developments in both compared legal regulations.

**Keywords:**

**Private employment agencies,  
recruitment and temporary agency work,  
Czech Republic and Germany.**